

Congregational coaching rate sheet

Updated April 2023

Pastor search team coaching

Fee for remote coaching throughout the search process = \$2500

Guidance throughout the search process will help your search team make the most of opportunities, overcome challenges, avoid shortcuts, and deal with overwhelm in the search for a great-fit minister. I will provide the *Searching for the Called* manual as a reference tool and lead monthly hour-long calls by phone or online platform at times convenient to the search team. I will also be available to the search team in between hour-long calls for email communication and brief phone conversations.

Fee for in-person search team training at the outset of the search process = \$2250 plus travel expenses

A 1 1/2 day in-person training will introduce the *Searching for the Called* manual, resource the search team for its essential work, and give the team members confidence in their ability to carry out the search well. I will be available to the search team after the training for email communication and brief phone conversations.

Fee for an hour-long one-time coaching session = \$250

If your search team is stuck and needs good questions and encouragement to get the process moving again, I am available for single one-hour calls by phone or online platform.

Congregational visioning coaching

Fee for remote coaching throughout the visioning process = \$2550

Guidance throughout the visioning process will enable your church to assess the full range of its individual and collective gifts and to discern how to use them most effectively in service to God. I will provide copies of the book *Planning in the Small Church: Focusing on Abundance to Fulfill God's Call* and lead 10 one-hour calls by phone or online platform at times convenient to the pastor or vision team chair. I will also be available to the pastor/vision team leader in between coaching calls for email communication and brief phone conversations.

Transition facilitation coaching

Fees vary according to level/frequency of engagement

Pastoral transitions are times of high anxiety and great opportunity, particularly following the departure of a long-tenured minister or a messy pastoral exit. Congregations need specialized help to defuse the anxiety and harness the opportunity. As transition facilitator I provide that help, partnering with an on-site interim minister who handles the essential pastoral functions and leading the congregation through conversations about who it has been, who it is now, and who God is inviting it to be.

Conversation facilitation coaching

Fee for one-time conversation facilitation = \$300 per hour of facilitated conversation, plus travel expenses

Some conversations among congregants or leadership team members are easier and more fruitful when they are guided by an outsider. This is especially true when there is conflict or high anxiety among the participants or when it might be difficult for those involved to think beyond their current circumstances. One-time, in-person conversation facilitation offers structure, perspective, and powerful questions from a neutral third party to help congregations navigate such situations. I work with congregational leaders to plan the approach to the conversation.

Leadership training

Fee for one-time training = \$300 per hour of training, plus travel expenses

Congregations are systems in which new leaders are always emerging, and with new leadership comes the need for resourcing and for getting clear on how leaders will work together. One-time, in-person leadership training offers a container for this development, tools lay leaders can use, and powerful questions that help all involved become more focused and functional as a team. Training might include team-building and process development among staff or lay leadership teams, orientation for new lay leaders, or focused learning around a specific topic such as navigating change.

Billing

For coaching packages, all fees are billed in two installments: half of the total amount is due prior to the first session, and the other half is due midway through the agreed-upon number of sessions.

For one-off trainings, facilitated conversations, and coaching sessions, fees are billed up front. Travel expenses incurred for on-site events will be invoiced after the event.